

SAMMAMISH, WA



GOOD SAMARITAN EPISCOPAL CHURCH



PARISH PROFILE 2023



TABLE OF CONTENTS

<u>A Letter to Our Future Rector</u>	3
---------------------------------------------------	---

<u>Who We Are Seeking</u>	4
----------------------------------------	---

<u>Who We Are</u>	5
• <u>Our People</u>	5
• <u>What We Believe</u>	8
• <u>Strengths & Challenges</u>	9
• <u>Vestry Goals</u>	11
• <u>History</u>	12
• <u>Good Samaritan Preschool</u>	13

<u>Ministries</u>	14
• <u>Worship & Liturgy</u>	14
• <u>Music</u>	15
• <u>Sunday School</u> <u>& Children's Ministry</u>	16
• <u>Adult Faith Formation</u>	17
• <u>Pilgrimages</u>	17
• <u>Women's Ministry</u>	18

Ministries Continued

• <u>Men's Ministry</u>	18
• <u>Faith-in-Action Committee</u>	19
• <u>Evangelism Committee</u>	19
• <u>Stewardship</u>	20
• <u>Hospitality Team</u>	20
• <u>Sound & Video Team</u>	21
• <u>Facilities Team</u>	21

<u>Community</u>	22
• <u>Our Location</u>	22
• <u>Diocese of Olympia</u>	23

<u>Thank You</u>	24
-------------------------------	----

<u>Appendices</u>	25
• <u>Appendix A: Finance and</u> <u>Stewardship</u>	25
• <u>Appendix B: Rector</u> <u>Compensation</u>	29



A LETTER TO OUR FUTURE RECTOR

Dear Rector Candidate,

Greetings from Good Samaritan Episcopal Church. We're so glad you have decided to learn more about us. We're eager to get to know you as well!

Good Samaritan is a parish of a couple hundred friendly, spiritual, fun-loving, and open-minded members, plus a thriving preschool. Good Samaritan is a place where traditional Episcopal worship practices are observed in an atmosphere where everyone is truly welcomed. Our membership skews towards older parishioners, often empty-nesters, although we also have younger worshippers including families with children.

Our church building is located on a quiet wooded lot in Sammamish, Washington. The interior of our building features a beautiful mosaic reredos designed by an artist in our parish and assembled by parishioners. During the pandemic lockdown, our congregation generously funded a new artisan-forged baptismal font. Our worship space is set off brilliantly by tall walls of windows with views of surrounding evergreen and hardwood trees.

As we recover from the pandemic, in-person attendance at our Sunday services is increasing, but we have not returned to pre-pandemic levels. One of our challenges is to re-engage with members that did not return after lockdown restrictions lifted. Coupled with this challenge, we have an opportunity to attract new members through evangelistic activities focused on raising awareness of Good Samaritan in surrounding neighborhoods. Our finances have remained stable as a result of generous member pledges and strong preschool demand.

Our ideal rector will be a leader who warmly conveys the message that Christ's love is here for everyone regardless of race, sexual identity, age, or background. As a parish, we lean into our mission statement, "To invite all people into a life-long journey with Christ, forming them to love God and neighbor and engage the world with God's love and grace."

Find important information regarding compensation and benefits in [Appendix C](#). We are delighted that you are interested in the rector position at Good Samaritan Episcopal Church, and look forward to engaging with you.

With God's Love.

Good Samaritan Episcopal Church



WHO WE ARE SEEKING ARE WE A FIT?

We seek a rector who is centered in Christ, has theological training, and is grounded in scripture, prayer and the Episcopal liturgy. We value reason and authenticity and seek a rector who offers sermons and formation classes that address the mystery of our Christian faith, making a connection to how the life of Jesus is relevant in the world today. We seek a leader who will walk with all the parishioners of Good Samaritan Episcopal Church wherever we are on our spiritual journey.

In the fall of 2022 we conducted a parish survey to help guide our rector search. Based on this survey, especially the written comments, it's clear that our parish is looking for a rector who is warm, compassionate, open-minded, approachable and enjoys a good laugh! We'd like a rector who appreciates our commitment to inclusion, who is committed to leading us in reaching out to the community (especially to young families), and who shares our desire to be a welcoming and diverse congregation.

Our congregation values our adult formation gatherings and outreach programs. We appreciate inspirational and occasionally humorous sermons that are sprinkled with personal stories of faith. We enjoy worshipping together, listening to music, conversing, and sharing food.

We seek a leader who will guide us in our spiritual growth, help us retain current members, re-engage with worshippers who have not returned after pandemic restrictions lifted and attract new members. We desire to invite the diverse population in our surrounding community to join us by sharing God's love. We feel that we are unique in that we are a small congregation of friends who are open, affirming and truly welcoming to everyone!

Rector Wish List From the Parish Survey

- Top priorities of incoming rector are 1) leadership vision and developing a plan for the future of the church; 2) retaining members; 3) building relationships
- New rector should be someone who will 1) attract young families and new parishioners; 2) give a captivating sermon; 3) attract more diverse parishioners
- Preferred elements of preaching style are 1) interpretative, demonstrating clear applications into everyday life; 2) humorous; 3) uses personal stories to illustrate points of doctrine
- Preferred personality traits of new rector are 1) supportive/compassionate; 2) friendly/approachable; 3) dedicated/driven

Full results from the [2022 Parish Profile Survey](#) can be found online.





WHO WE ARE OUR PEOPLE

Why We Call Good Sam Our Parish Family

In the 2022 Parish Profile survey ([full results are online](#)), we asked members why they chose Good Samaritan as their worship home. The top responses were: an inclusive, accepting community (24%); a supportive community (18%); the style of worship appeals to me (18%); and the sermons (15%). Below you'll find a word cloud identifying the frequency of specific words in the verbatim responses to this question.



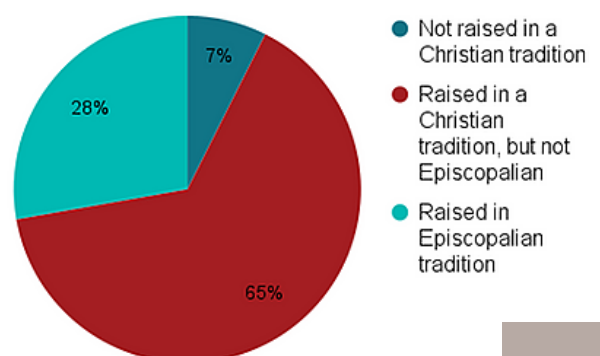
What Makes Us Unique

We also asked members about what makes Good Samaritan particularly unique in their opinion, and top responses were: its welcoming nature, community, inclusivity, acceptance, thoughtfulness, support, friendliness, and openness.

Religious Background

We're a congregation of converts for the most part! 28% of us were raised as Episcopalians, 65% as Christian, but in a non-Episcopalian tradition, and 7% of us were not raised in a Christian tradition.

What is your religious history?

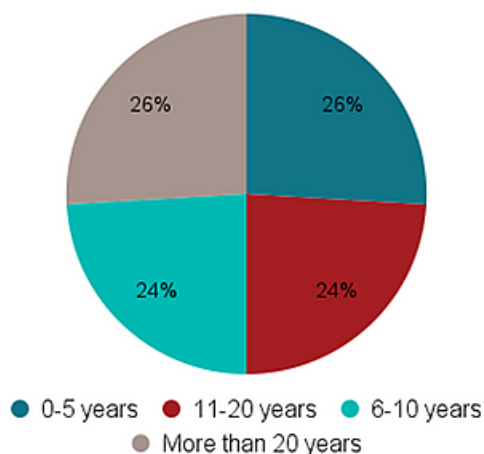




Where We Live & Tenure

There are 124 households in the Good Samaritan parish, which includes 236 individuals. Almost half of parish members live within Sammamish. The next two largest cities where members live are Redmond and Issaquah. About a quarter of our parish family have been at the church for less than six years, a quarter have been in the parish for six to ten years, another quarter for 11-20 years, and a final quarter for more than 20 years.

How long have you been attending Good Samaritan?



What Inclusivity Means to Us

As the importance of being welcoming and inclusive was a common theme from parishioners, we also asked respondents what “inclusivity” meant to them personally. The top responses included: welcoming people from diverse backgrounds, affirming people of diversity, listening to their unique perspectives, and building a genuine community with people of all backgrounds. Respondents identified a broad array of the various aspects of diversity including race, ethnicity, creed, sexual orientation, income/wealth, education, age, gender, veteran status, marriage status, national origin, and disability. Below is a word cloud identifying the frequency of specific words in the verbatim responses to this question.





Our Clergy & Staff

Our interim rector often refers to us as a "parish family" and that is exactly what we are. Our size and personality makeup are such that newcomers often comment on how easy it is to get to know everyone quickly and well. Our clergy and staff set the tone for our parish family. We currently have one paid clergy position and approximately 15 additional employees, including preschool teachers.

Key positions and responsibilities include:

Interim Priest

Carries out sacramental and pastoral duties for our congregation while we are in the process of calling a new rector. Our interim priest serves as a spiritual leader and companion to our congregation during this time of clergy transition, but has no direct involvement in the call process.

Preschool Director

Leads our preschool and is responsible for developing the curriculum, overseeing more than a dozen teachers/staff, and communicating with the parents of approximately 70 students.

Music Director

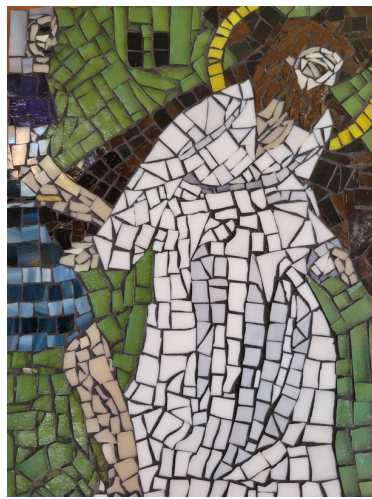
Serves as choir director and pianist.

Marketing Director

Provides marketing and communications support.

Office Administrator

Prepares a weekly newsletter, maintains the website, answers the telephone, and completes many other daily tasks.



WHAT WE BELIEVE

Good Samaritan is a Christian community that welcomes questions, embraces mystery, and recognizes that, while anchored in history and tradition, our beliefs are still being informed and shaped by the Holy Spirit. As Episcopalians, our beliefs are shaped by the Apostle's Creed and the Episcopal Church's Baptismal Covenant. Who we are and what we do as a church is shaped by what we believe about God and humanity. Our beliefs are not new, but we always seek to make them come alive in our contemporary world.

In 2018, clergy, lay leaders, and parishioners at Good Samaritan held a series of meetings to explore our values, identity, and connections to our community. One outcome of this discovery process was the development of the following mission statement:

Our Mission

To invite all people into a life-long journey with Christ, forming them to love God and neighbor and engage the world with God's love and grace.

We welcome all people to join us as we deepen our relationship with God and strive to live out the words of Jesus to "...love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength ... [and] love your neighbor as yourself." Mark 12:30-31, New Revised Standard Version.



STRENGTHS & CHALLENGES

Good Samaritan has been blessed with many strengths. We seek to use these strengths to expand our ministries to more fully engage with parishioners and our surrounding community.

STRENGTHS

- **Financial stability.** We have a stable financial base supported primarily by families that make an annual pledge commitment and tuition from our preschool. We were extremely pleased that during the pandemic that the number of pledging families, and the average pledge commitment, actually increased. See [Appendix A](#) for more information about the parish finances.
- **Thriving preschool.** Our preschool is operating at full capacity with approximately 70 students. We were excited to see our preschool bounce back to full enrollment, plus a waiting list, as pandemic restrictions eased.
- **Meaningful outreach.** In 2022 Good Samaritan sponsored an Afghan refugee family that relocated to the Seattle area, funded a substantial scholarship to a promising underprivileged college student, and sent thousands of dollars in humanitarian aid to Ukrainian refugees. These activities are just a few examples of how parishioners support the many ministries at Good Samaritan with their time, talent, and treasure.
- **Desirable location.** We are located in an area with a growing population, including a high percentage of families with school-age children. Public schools that serve the Plateau are often ranked among the top schools in Washington State. Homeowners in Sammamish are employed by companies such as Microsoft, Boeing, the University of Washington, Swedish Health Services, Amazon, Expedia, Google, Facebook, Alaska Airlines, Costco, and Starbucks.
- **Multi-use facilities.** Our building and grounds have features that attract interest from other groups. For example, our space is used by other faith groups, for piano instructors (recitals), and a Boy Scout troop. We have also received interest from AT&T to locate a cell tower on our property.

Parish Survey Insights

Greatest strengths:

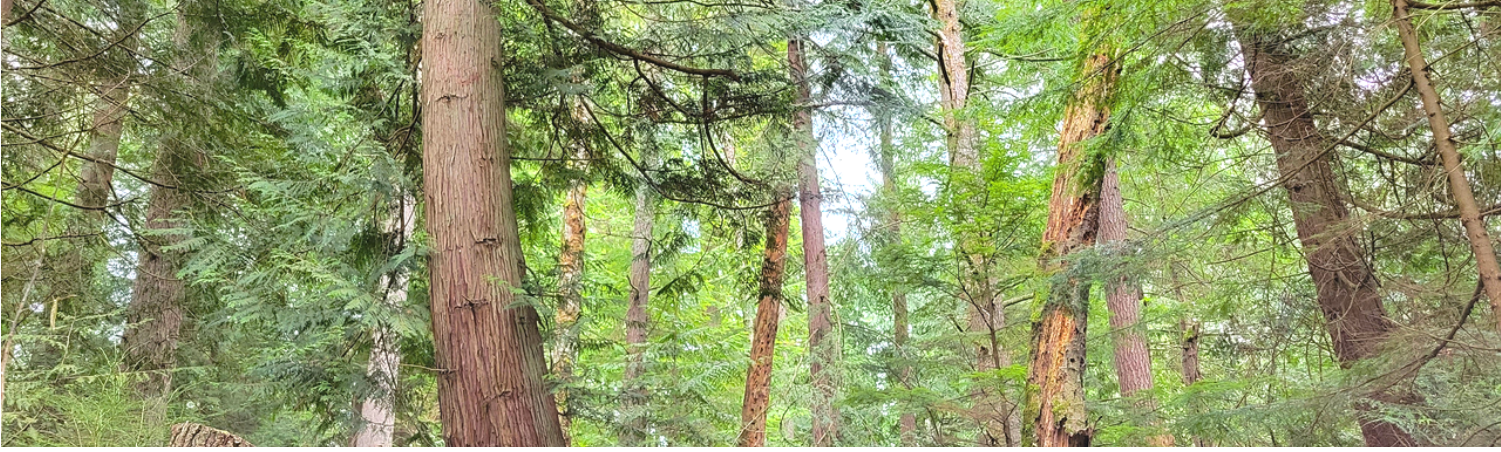
1. Welcoming members
2. Lay leadership
3. Adult formation

Greatest opportunities:

1. Retaining members
2. Children's formation
3. Strengthening families

Source: 2022 Parish Profile Survey. Number of responses for strengths=54. Number of responses for opportunities=49.





We have a bright future filled with promise at Good Samaritan, but we recognize that we can improve. **Barriers that we need to face and overcome include the challenges below.**

CHALLENGES

- **Declining membership.** In 2023, we anticipate that a few members will move away and no longer pledge. While the difference will likely be minimal, we do forecast a smaller budget in 2023 compared to 2022. We have an opportunity, however, to reverse this decline if we attract new members in 2023 and/or obtain pledges from existing parishioners who are not currently pledging.
- **Low attendance.** Attendance has not yet recovered to pre-pandemic levels (see the table below). Prior to the pandemic, our two Sunday services had a combined attendance of 80 to 100 worshippers. Our current combined attendance has recovered to less than half this level. During the pandemic, we quickly rolled out online services and continue to live-stream on Sundays. We know some members prefer or must watch online, but our services are much richer if worshippers gather in person.
- **Lack of diversity.** Our current membership does not mirror the makeup of our surrounding community. To better reflect our neighbors, we need to increase membership from the following groups: families with children, young adults, and diversified races and ethnicities.
- **Aging building.** Our building is well-kept, but 20 years old. Major capital expenses on the horizon include a new roof, new paint, and furnace replacements, possibly with an upgrade that includes air conditioning as the average summer temperature is increasing. In 2021 we assessed building needs, prioritized these needs, and obtained rough cost estimates.





VESTRY GOALS

Our vestry, consisting of 9 members elected from the Parish for three-year terms, helps to guide and manage our church along with our rector. The strengths and opportunities of Good Samaritan Church, identified in an earlier section, are reflected in the current priorities of our vestry, which are outlined below. A vestry is charged with critically important responsibilities in the life of a parish, particularly during 'interim time' between rectors, which is where we now stand. The Good Samaritan vestry is blessed to have members with a wide range of skills and experiences, and these members have provided steady leadership while navigating through this transition.

The vestry had an annual 2022 retreat in March to reflect on the past year and anticipate what lay ahead. As our discussion unfolded, we found ourselves called to three focus areas: re-engagement, fellowship and evangelism.

Re-engagement - Like most churches, Good Samaritan shifted almost entirely to remote service during Covid. As we navigated the post-Covid lockdown world, we quickly realized encouraging our members to re-engage was perhaps the most important and highest-impact action we could take. We needed to create opportunities to encourage members to return in person and rebuild our community. Examples of our efforts included holding a well-attended ministry fair (each ministry created a display and parish members were encouraged to sign up to join or learn more) and placing personal invitation calls to fellow parishioners for events such as Father Steve's farewell service.

Fellowship and Food - When reflecting on what has worked well in the past, we acknowledged that our congregation finds comfort and strength in getting together and breaking bread, particularly after the extended isolation of Covid. We hosted a range of in-person activities created specifically to encourage members to connect with each other and rediscover what they love about Good Samaritan. Our excellent coffee hour is always quite well-attended. We tend to talk and linger; some days the time we spend at coffee hour almost surpasses the time dedicated to Sunday service!

Evangelism - This is a word that can be off-putting to some, but to us, evangelism means simply celebrating our unique spirituality and reaching out to invite those around us to engage in our journey with Christ together. While we do have a robust faith-in-action ministry and outreach efforts, we know there is much more evangelism work we can do in collaboration with our new rector.

These three focus areas build upon and support each other. When we became aware a new rector call would be needed, we discerned that these areas of focus were still appropriate to help ensure Good Samaritan Episcopal Church moves confidently forward.

HISTORY

In the late 1980s, the Diocese of Olympia initiated the process of starting a new church to serve the growing Sammamish Plateau. The Reverend Fred Jessett was called to plant and nourish it. After visiting over a thousand homes, Father Fred assembled an initial group of worshippers and presided over the first Good Samaritan service in 1990. From 1990 to 1996, services were held in a local elementary school, and from 1996 through 2002, services moved to a nearby Christian college campus. In 2002, Good Samaritan moved to the newly constructed Episcopal church, where we worship today.

From 1990 through 2014, Good Samaritan operated as a mission church, with lay leaders serving on a Bishop's committee. By 2014, Good Samaritan was financially self-supportive and was granted parish status by the Diocese of Olympia. Good Samaritan has operated as a parish since 2014, with nine lay members serving on our vestry.





THE MINISTRIES OF GOOD SAMARITAN

At Good Samaritan, we believe God created us to experience life in community. We also believe faith is a life-long journey of growth and discovery. With these two beliefs, we commit ourselves to deep and intentional opportunities for community and connection, and to purposeful opportunities to grow in faith with others.

WORSHIP & LITURGY

Members and visitors gather for worship on Sunday mornings at 8:00 am and 10:30 am. During the summer months we typically simplify to a single service at 9:00 am. The early Sunday service is a spoken service without music, while the later service features music as part of the worship experience. Both services offer the Eucharist meal, with all worshippers welcome at the Lord's table. In addition to regularly scheduled Sunday services, additional services are held on special occasions when we feel it will be beneficial for social distancing or to accommodate holiday family time, especially during Advent and Easter.

We have a wide range of ministry committees that work together to deliver prayerful, engaging experiences including the altar guild, readers, Eucharistic ministers, the sound and video team and greeters/ushers. Good Samaritan is blessed to have as a member a gifted mosaic artist, Cheryl Smith, who led Good Samaritan in creating our stunning reredos and beautiful Stations of the Cross icons. The reredos is the centerpiece of our church sanctuary and enhances the feeling of holiness and a sense of community, in part because of the involvement of members of our congregation in creating it.

Average Attendance at Worship Services

	PRE-COVID	POST-COVID
Sunday Services	95	41
Easter	250	133
Christmas	323	167
Baptisms & Confirmations	16	1

Note: Attendance, while still below Pre-Covid levels, is nicely gaining momentum: 2022 Christmas Eve services totaled 181 (+18% vs. 2021). 2023 Sunday services now average 48 attendees, including several newcomers (up 14% from the same period in 2022).

MUSIC



Music is an integral part of our worship service. We have had our incredibly talented music girector/choir director/pianist Nathan (Nato) Shiu for seven years. The choir resumed weekly rehearsals in 2021 with vocal shielding. Every Sunday, hymns are sung by a vocalist with piano accompaniment that encourages the congregation to participate. Service is concluded with a postlude piano piece by Nato which has become a tradition. We wait until its conclusion before rising; it's our private concert!



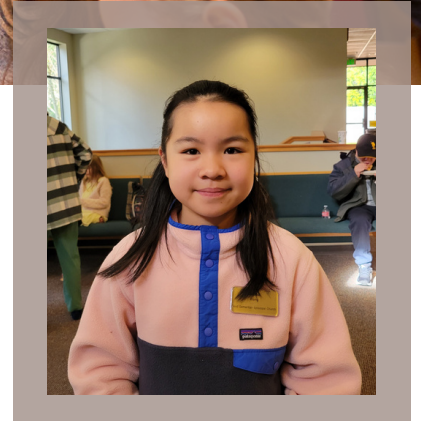
During Advent, Christmas, and Lent, special services are filled with worship music, sacred chants, carols and lessons by the choir. One of our members plays the guitar as a special treat for Holy Week and Advent (and occasionally at other services during the year), creating a serene, introspective mood.

**Song draws our attention to
God's love and grace through
the beauty of music.**





SUNDAY SCHOOL & CHILDREN'S MINISTRY



Good Samaritan uses the Illustrated Ministry curriculum for children ages three years old through fifth grade. Sunday School, led by volunteer congregation members, is held from 10:30 -11:15 am three Sundays a month, after which children join their parents in service.

Like many Episcopal churches, we have not seen families return to church at the same rate as other congregation members. In past years, we have created a variety of ways families can engage such as a monthly evening program called Play, Pray and Pizza, special events like a well-attended Easter egg hunt, youth pool party, Trunk or Treat, and Carols and Cookies. Our recent focus is to treat young people as members of the church in their own right, providing entry points to service that respect who they are as individuals. Examples include youth serving as an acolyte or an usher, in a meals ministry, or including them as part of our rotating volunteers for children's formation on Sunday morning. Two young people ran a bingo event as part of our stewardship kickoff this year to the delight of everyone. Our focus is on creating and fostering programs that build lasting connections to faith and worshipping communities. We find these most effectively come through intentional relationship-building with our entire congregational community, including youth. We aren't seeing large numbers of young people right now in our programs and services, but those who come are becoming more visible and vocal.





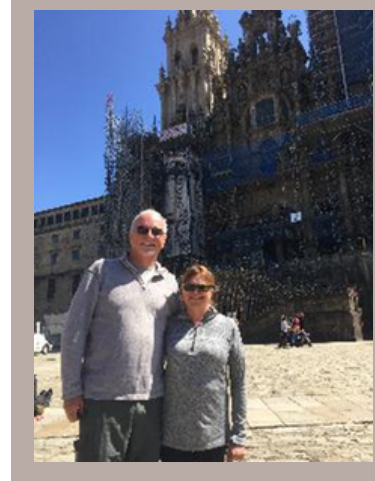
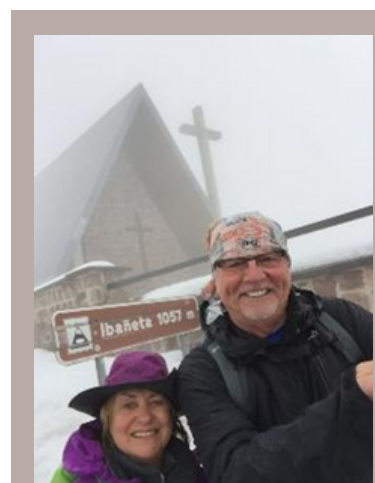
ADULT FAITH FORMATION

From September through mid-June, we have two weekly adult education offerings. One is the Sunday morning adult forum at 9:00 am that allows for regular attendees and drop-ins to participate. Topics range broadly from the current season liturgical focus (i.e. Advent), to spiritual discovery discussions, to a study of early Christian practices. The other is the weekly Education for Ministry (EFM) class, which allows members to engage in deep, meaningful theological discussions with others with inquiring minds. The program, now in its twelfth year at Good Samaritan, seeks to provide a safe place to talk about our own faith and our place in our church, our community, and our world.

PILGRIMAGES

Good Samaritan congregation members have participated in numerous pilgrimages including trips to Israel, Guatemala and Spain. Long-time parishioners Bob and Debby Tenace had this to say about their experiences. For them, pursuing pilgrimages is a way to deepen their faith.

"We came across the Camino de Santiago on an earlier trip to Spain and wondered if we could actually walk 500 miles in our late 60s! We asked Father Steve what he thought and he reminded us that it is a pilgrimage, not a hike. We decided to walk the Camino as a way of remembering our little boy that passed away when he was just seven. He lived his life in a wheelchair, so we were determined to take all the steps he could not take. The Good Sam parish sent us off with prayers and love and sent us messages of encouragement all along the way. Forty-two days after we started, we walked into Santiago de Compostela exhausted and inspired. Since then, many other Good Sam parishioners have also walked the Camino and various types of pilgrimages have become very important to parish life. In 2019, we went back with a group from Good Sam, led by the rector and walked the Camino Portuguese. We are so grateful for the love and support of our parish as we have become life-long pilgrims!"





WOMEN'S MINISTRY

The women's small group meets most weeks of the year. The format is an informal check-in, a discussion on a particular topic or series, and then we share concerns and gratitude to take into prayer as we close. Last year, discussion topics included women in the Old Testament, feast days, The Way of Love, the enneagram, and journaling prompts for Advent. Participants share that they are grateful for the ways women in this parish show up to be with each other, share honestly from their own lives, and explore their faith together in mutual respect.



MEN'S MINISTRY

Fellowship, community, connection, and inclusion; that's what goes on at our monthly men's fellowship breakfasts. We meet on the first Wednesday of each month at Sammamish Café at 7:30 am. Our discussions range from everyday happenings to spiritual perspectives. But really, at its heart, our breakfast is about getting to know each other and sharing what's happening in our lives. Everyone is invited and we keep the atmosphere fun and casual.



FAITH IN ACTION COMMITTEE

The objective of the Faith-in-Action committee is to 'live into' exactly what our name implies - to put the faith of Good Samaritan Episcopal Church into clear, Christian action in our community. We focus on three areas: cross-cultural outreach, social justice support, and basic needs assistance. Over the past two years, our cross-cultural outreach included sponsoring an Afghanistan refugee family, and helping each family member settle into this new country and culture. The latter included registering the children for school, scheduling and transporting them to appointments, helping to establish basic services, and setting up their household.

Social justice support identified inequities in our community surrounding the death of George Floyd, Breonna Taylor and many others. Working with Lake Washington Institute of Technology, we established a scholarship fund focused on people of color and awarded grants over the last two years.

Our basic needs assistance team offers free meals to 15-30 individuals with food insecurity in a safe and warm environment alongside other churches and organizations in the area. This team also provides backpacks to children every new school year and hygiene kits for the homeless who desire them.

EVANGELISM

While we don't have a formal evangelism ministry, our parishioners practice spreading the good news of Christ in many forms. Our evangelism includes inviting, welcoming, engaging and incorporating members and the community. We are always looking for ways to be more visible and bring a message of love out to our community. We also strive to 'walk our talk' in the world with many members involved in a wide range of nonprofit and community volunteer activities. The hope is that in these shared experiences there is an opportunity to grow our church, but also to reconnect with the beloved community in our pews. Our best evangelizers are those in the congregation now. We believe evangelism can be as simple as coming to church on Sunday, saying 'hi' to new faces, and joining in during fellowship events.



STEWARDSHIP CAMPAIGN & MINISTRY

Each year we assemble a small team representative of our congregation to create a stewardship campaign. Our approach in 2022 was to offer a foundation of strength in an unsteady, changing world. The team considered challenges and uncertainties parishioners were facing such as: navigating a post-Covid-lockdown world, our nation's midterm elections and Good Sam's state of transition as we seek a new permanent rector. The stewardship team invited our fellow parishioners to 'Explore the Mystery with Good Sam,' to both acknowledge these uncertainties and enclose them within the dome of the greater mystery of faith. Specific ways this message was leveraged was to incorporate it into the sermon series, having members share video messages answering questions about faith and their experiences with Good Sam, partnering with the youth to host a packet pickup dinner party and celebrating 'ingathering' during which members delivered their pledges to the altar. Learn more about our stewardship efforts and results of the year's campaign in [Appendix A](#).

HOSPITALITY TEAM

An important component of fellowship at Good Samaritan is breaking bread. We love a good snack or meal together! Our hospitality group creates community through activities and celebrations including: our beloved Sunday morning coffee hour after the 10:30 am service, senior graduation, Shrove Tuesday pancake supper, Maundy Thursday seder dinner, stewardship ingathering and our All-Saints party!



SOUND & VIDEO TEAM

The sound and video team supports the spoken word and music programs by running a modern sound system with live streaming and recorded online broadcasting to connect people emotionally and spiritually. They provide online broadcast access to anyone wishing to watch the 10:30 am Sunday service. This can be found directly on our website.

FACILITIES TEAM

The facilities committee takes care of “do-it-yourself (DIY)” tasks related to the church building and grounds. Where appropriate, the church hires contractors for professional services such as furnace repair/maintenance, elevator service, parking lot light maintenance, lawn mowing, and snow plowing with the guidance of the facilities team.

Features of Our Worship Space & Grounds

Our building is a 13,500-square-foot two-story structure. The narthex, nave, sanctuary, offices, and kitchen are on the ground floor. The preschool occupies the lower floor.

It's located on a beautiful 4.8-acre wooded lot with room to expand.

Inside, there's stunning mosaic art, including 14 Stations of the Cross and expansive reredos.

The outdoor play area has fun playground equipment and a separate entrance to the building.

OUR COMMUNITY

LOCATION

Good Samaritan Episcopal Church is located in Sammamish, a relatively new, growing, and well-educated community 20 minutes east of Seattle. Nestled on the beautiful Sammamish Plateau above the eastern shores of Lake Sammamish, the city is in-between Issaquah (to the south) and Redmond (to the north). We've included a few vital facts about the community around the church below from the 2022 GSEC Full Insite Report, which [can be found here](#).

Members of Good Samaritan Episcopal Church come from Sammamish and the cities of Redmond, Issaquah, Bellevue, and other surrounding communities. The area within five and a half miles of Good Samaritan Episcopal Church has a population of more than 148,000 (up 48% from 2000), 87% of whom are in family households. About 21% of the population in this area are under eighteen years of age. We live in a community of bounty; the median household income in the area is \$156,638, almost double that of Washington overall, and poverty rate is quite low at 3% percent, about one-quarter of the national average. The community around the church is internationally diverse with foreign-born residents making up 33% of the population in Sammamish (versus about 13% nationally).

Sammamish maintains several beautiful parks and open spaces that offer a wide range of recreational amenities, including swimming beaches, picnic facilities, play structures, sports fields, fishing areas, and trails for hiking and biking. In the winter, skiing is only a half hour away in the mountains. The city hosts popular holiday events and sponsors a charming farmer's market during the summer. Good Samaritan has often participated in these city gatherings to show our community support and raise awareness of our presence on the Sammamish Plateau.

One of the most compelling features of our area is the temperate climate. It is rare for the temperature to be very cold or very hot. True downpours of rain are uncommon. The mist, rolling fog, and scattered rainstorms keep our city and surrounding mountains green. We average only four days per year with 90-degree weather or above and only one day per year with average temperatures below 20 degrees Fahrenheit.

The Housing Market



The local housing market has grown quickly over the past 20 years. The number of homes in the area has increased by 20% since 2010. Owners live in 72% of homes and rental houses and units make up the rest.

Median home prices in the surrounding communities range from approximately \$745,000 (Issaquah) to \$940,000 (Sammamish), compared to a Washington State average of slightly under \$400,000. The Eastside (east of Seattle) housing market has been quite vibrant over the last several years, driven by a strong Seattle-area economy.

Residents appreciate perks of the affluent area including access to highly regarded schools, an excellent quality of life and a vast range of recreational options from sailing on one of the many lakes to hiking the incredible number of mountain forest trails.

THE EPISCOPAL DIOCESE OF OLYMPIA

The Episcopal Diocese of Olympia encompasses all of Western Washington, bordered on the north by Canada, on the south by Oregon, on the east by the Cascade mountains, and by the Pacific Ocean on the west. The diocese contains 91 altars and approximately 400 resident clergies. Their offices are located in Seattle near the lovely St. Mark's Cathedral on Tenth Avenue.

On the official website, the diocese explains their method of guidance with these words, "Instead of operating from a 'top-down' model that prizes centralized leadership, we believe that each congregation must be free to live out [the diocese's] vision in a way that best meets the unique needs of their specific community."




The Episcopal Diocese of Olympia is currently under transition to new leadership. The Most Reverend Melissa Skelton now serves as our Bishop Provisional. She is the former Archbishop of the Ecclesiastical Province of British Columbia and Yukon, in Canada. She has deep ties to Olympia, having served as the Canon for Congregational Development, and the rector for St. Paul's Church in Seattle.





THANK YOU



Thank you for taking the time to read about Good Samaritan Episcopal Church. If you're now considering our parish family as your potential new parish family, we're even more delighted. No doubt this journey is both a challenging one and a rewarding one! If there is a resource you need beyond what is presented in this document, please don't hesitate to reach out. You're also invited to visit our website at GoodSamEpiscopal.org.

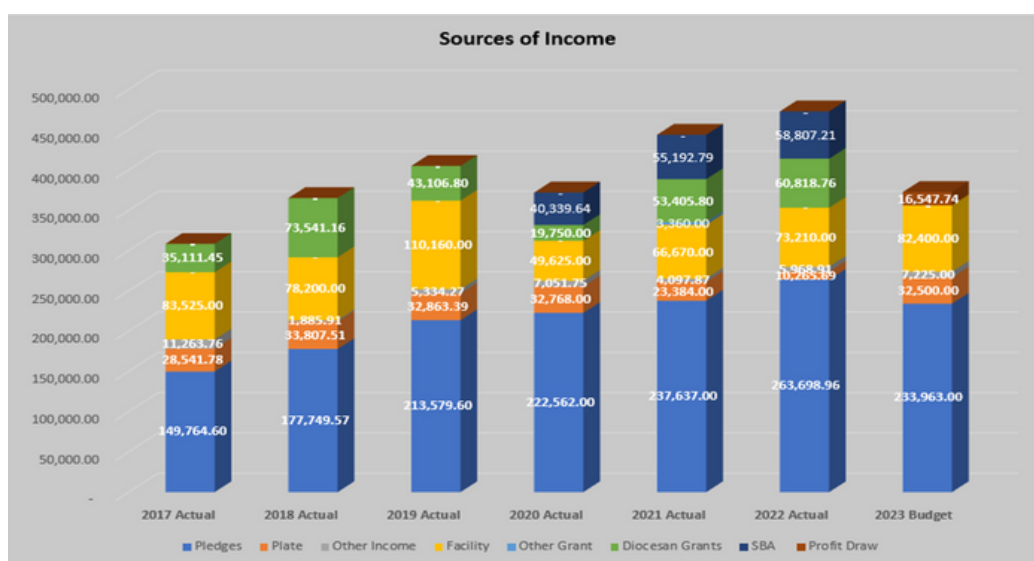
Godspeed,

*Good Samaritan
Episcopal Church*

APPENDIX A: FINANCE & STEWARDSHIP

Overview

2022 was a year of transition for Good Samaritan Episcopal Church and Preschool with our rector retiring and the world emerging from Covid. We continue to be blessed with a strong, committed core of pledging families and a vibrant preschool generating significant income. We navigated uncertain times through a combination of pledge income (99.7% paid), expense reductions, preschool contributions, and leveraging various Covid-driven credits and loans. Pledges represented 58% of income in 2022, the balance coming from plate, grants and facility income (preschool and facility rental). Plate income was below previous years as we have yet to achieve pre-Covid in-person attendance levels. 2023 kicked off with a successful stewardship campaign, highlighted by an increase in average pledges to \$4,978 (+11.1%), which helped offset seven pledging families moving away. New congregation members will be needed in coming years to ensure continued financial stability. We also see an opportunity to increase facility rental income (currently 66% of pre-Covid levels).



Facility Income

Our current facility income is lower than our 2019 facility income of \$110,160, but has increased steadily since then. In 2022, we earned \$73,210. \$60,000 came from the preschool and the remaining \$13,210 was from our outside rental to the Sai Baba, Rotary, Kiwanis, and other groups. We currently have developing opportunities to increase facility rental income.

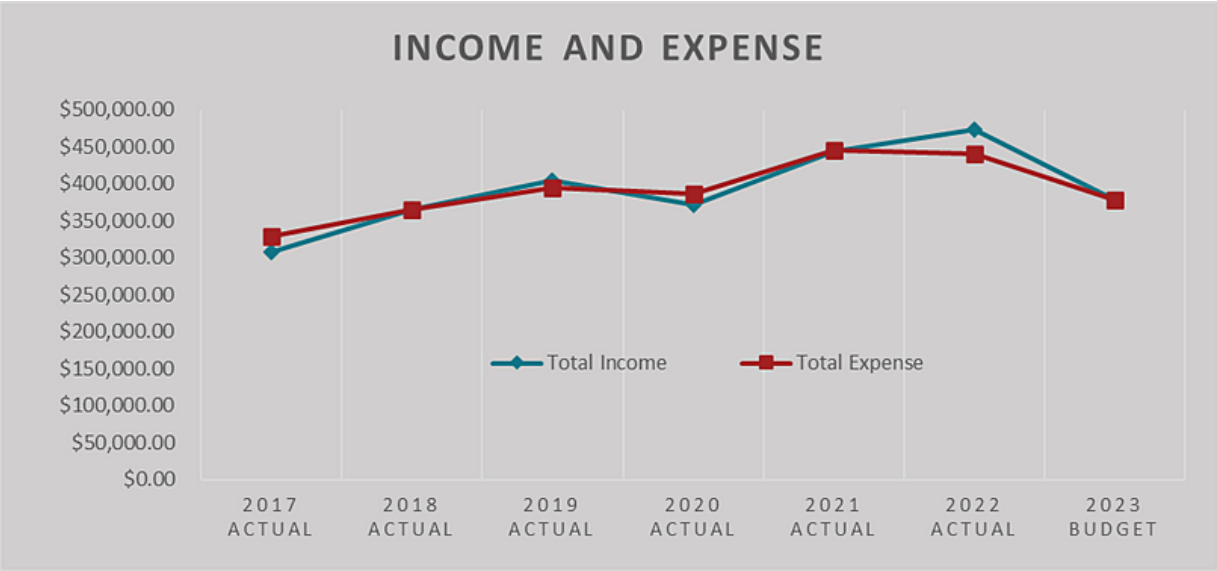
Assets and Liabilities

Our church was built in 2002 and the property is recorded to be worth approximately \$2.5 million. We have reduced mortgage debt substantially over the past years (from \$1,660,000 in 2009 to \$390,000 currently) through a combination of principal paydown and negotiation with the Diocese. We currently owe \$244,000 to the Diocese of Olympia through a 15-year loan with a variable interest rate of 4.125% per annum. We are also paying on an SBA disaster loan of \$146,000 (2.75% interest) which will either be paid in full or repurposed to start a capital campaign. We anticipate a capital campaign will be needed over the coming years to replace the roof, furnaces, some flooring, and paint. A capital committee has assessed and received bid estimates for these future needs.

APPENDIX A CONTINUED: FINANCE & STEWARDSHIP

Income and Expenses: 2022

Our total income in 2022 was -\$17,391.70 below budget, primarily due to lower plate, Easter and Christmas giving, and lower facility income. However, our 2022 expenses were \$50,226.58 under budget. This came from payroll savings of \$47,107.54 from Fr. Steve's retirement and the lack of an office administrator for most of 2022. Despite the effects of inflation (we paid more for utilities and maintenance costs), we ended 2022 with a **net profit of \$32,834.91**.



Key Assumptions in 2023 Budget

Income Drivers:

1. Total giving income for 2023 is \$5,358 less than 2022, primarily due to eight pledgers moving or passing away. This reduction in pledges was counteracted by 61% of pledgers increasing their pledges an average of 10%.
2. In 2022, we received two grants totaling \$60,818. The majority, \$45,818, was to support our curate. We no longer have a curate as she is now our interim rector. The other \$15,000 was an evangelism grant which was not reestablished in 2023.
3. Our preschool is budgeted to contribute \$60,000 for facilities costs in 2023. As of the end of February, the preschool is already \$30,000 ahead of its income budget.
4. We ended 2022 with an excess profit of \$32,819, of which \$19,570 will be used to support 2023 expenses.

Expense Drivers:

1. Overall, we reduced budgeted expenses by \$62,441.
2. Total payroll expenditure for 2023 is reduced by \$49,548, primarily due to no longer employing a curate.
3. We've budgeted for our new rector to start June 1 and make the median diocesan salary of \$102,070 per year. Not knowing how our search process would proceed, we budgeted for the absolute earliest start date possible knowing this might give us some excess with which to maneuver.
4. All staff received a 8.7% COLA raise in 2023, per direction from the diocese.
5. All other expenses are budgeted at or near 2022 levels except our evangelism budget, which is now \$2,500.

2023 Budget Summary:

1. We believe we have a budget balanced fairly between planned income and expenses.
2. If needed, we anticipate there may be more income potential from our preschool or from renting out our facility.

APPENDIX A CONTINUED: FINANCE & STEWARDSHIP

Stewardship Campaign Results

Total pledges for 2023 total \$233,963. We have one new family pledging. We had seven pledging families move away, which reduced our total number of pledgers to 47. We had 28 pledgers increase their pledge by an average of 9.6%. Our average pledge grew from \$4,480 to \$4,978.

Good Samaritan School

Our preschool is fully licensed by the Washington State Department of Children, Youth and Families and accredited by the National Association of Episcopal Schools to operate a full-day program. As part of doing God's work, we are the only preschool in Sammamish that accepts children in the Washington State Child Care Subsidy Program – Early Childhood Education and Assistance Program (ECEAP). In 2022, all five classrooms operated at full capacity with strong waitlists. The preschool contributed \$100,000 to Good Samaritan Church in 2022 and a similar amount is anticipated in 2023. Several improvements to the preschool (classroom flooring, improved playground) are included in our long-term capital plan.

Pledge Comparison

Good Samaritan Avg. Pledge 2023 \$4,978

Good Samaritan Avg. Pledge 2022 \$4,480

Diocese of Olympia Avg. Pledge \$4,481

Plateau Churches Avg. Pledge \$4,600

Good Samaritan Debt History and Projection

\$ -- in Thousands

	YE '09	Reductions 10-'15	Current YE '22	Projections		
				YE '23	YE '25	YE '35
PPP	0	0	0	0	0	0
SBA Disaster Loan	0	0	\$146	\$143	\$139	\$94
Mortgage Principal	\$570	\$303	\$244	\$229	\$198	\$0
Past Due Interest	140	140	0	0	0	0
Past Due Assessment	77	77	0	0	0	0
Sewer Obligation	648	648	0	0	0	0
Frontage Road	75	75	0	0	0	0
Land Obligation	150	150	0	0	0	0
	\$1,660	\$722	\$390	\$372	\$337	\$94

APPENDIX A CONTINUED: FINANCE & STEWARDSHIP

Good Samaritan Episcopal Church Consolidated Balance Sheet

As of December 31, 2022

	December 31, 2022
ASSETS	
Consolidated Current Assets	
Church Checking/Savings	
1001300 • WaFd Checking	162,897.88
1001310 • WaFd Rector Operating Checking	852.34
1001310 • WaFd Rector's Discretionary	2,932.06
1001311 • WaFd Assoc Discretionary	3,159.70
1001350 • WaFd Youth and Families Chkg	1,180.10
1100000 • Wells Fargo Savings	0.00
1100331 • Unassessed SBA Funds	0.00
1101000 • WaFd Money Market Savings	173,756.90
1101331 • WaFd Unassessed PPP Funds	0.00
Total Church Checking/Savings	344,778.98
School Checking/Savings	
WaFd Main Checking	27,189.30
WaFd Operating Supply Chkg	5,049.06
WaFd Money Mkt Savings	78,379.10
Total School Checking/Savings	110,617.46
Other Current Assets	
1200000 • Charles Schwab Money Market	1,035.97
1201000 • Charles Schwab Brokerage	1,379.00
1202000 • GSEC Diocesan Investment Fund	12,473.66
GSS Diocesan Investment Fund	36,020.36
Total Other Current Assets	50,908.99
Total Consolidated Current Assets	506,305.43
Fixed Assets	
1500000 • Building and Grounds	2,738,335.78
1500100 • Building Improvements	7,406.71
1501000 • Furniture and Equipment	103,684.99
Total Fixed Assets	2,849,427.48
TOTAL CONSOLIDATED ASSETS	\$3,355,732.91
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
GSS Payroll Liabilities	6,224.00
2100100 • SBA PPP Loan	0.00
2100110 • SBA Disaster Loan	146,366.50
Total Current Liabilities	152,590.50
Long Term Liabilities	
2100000 • Mortgage - Diocese of Olympia	244,363.09
Total Long Term Liabilities	244,363.09
Total Liabilities	396,953.59
Equity	
Church Equity	
300000 • Opening Balance Equity	0.00
32000 • Unrestricted Net Assets	2,634,193.61
332000 • Trf Equity btw School & Church	0.00
Net Income	184,171.89
Total Church Equity	2,818,365.50
School Equity	
Trf of School Equity to Church	-92,204.36
Unrestricted Net Assets	240,494.97
Net Income	-7,876.79
Total School Equity	140,413.82
Total Consolidated Good Samaritan Equity	2,958,779.32
TOTAL CONSOLIDATED LIABILITIES & EQUITY	\$3,355,732.91

Good Samaritan Episcopal Church Consolidated Fund Activity Report For the year ending December 31, 2022

Account Name	January 1, 2022	December 31, 2022			
	Beg. Balance	Receipts	Disbursements	End Balance	Net Income
General Operating Fund Balance	\$0.00	\$472,769.53	\$439,934.62	\$32,834.91	\$32,834.91
Discretionary Fund Fr. Steve	9,562.37	3,261.00	7,650.28	5,173.09	-4,389.28
Discretionary Fund Curate/Assoc	2,492.37	0.00	2,463.67	28.70	-2,463.67
Good Samaritan School Fund	0.00	0.00	0.00	0.00	0.00
Capital Campaign Fund	0.00	0.00	0.00	0.00	0.00
Disaster Relief Unassessed Fund	0.00	500,136.63	283,786.11	216,350.52	216,350.52
Facilities Fund	41,244.94	5,500.00	19,243.24	27,501.70	-13,743.24
Waterfield Mission Fund	12,635.12	125.00	0.00	12,760.12	125.00
Youth and Families Fund	646.55	0.00	0.00	646.55	0.00
Music Fund	957.79	0.00	0.00	957.79	0.00
Search Fund	0.00	40,790.00	553.71	40,236.29	40,236.29
Baptismal Font Fund	13.00	52.00	0.00	65.00	52.00
Memorial Fund	1,600.00	0.00	0.00	1,600.00	0.00
Refugee Fund	20,803.00	304.61	15,792.85	5,314.76	-15,488.24
Outreach/Faith in Action Fund	529.63	2,200.00	0.00	2,729.63	2,200.00
Fred Jessett Fund	752.99	0.00	0.00	752.99	0.00
Education Scholarship Fund	8,334.00	8,201.00	6,005.03	10,529.97	2,195.97
Issaquah Meals	0.00	200.00	110.19	89.81	89.81
Pre-Paid Pledges	16,000.00	57,800.00	71,459.96	2,340.04	-13,659.96
SBA Disaster Loan	58,807.21	0.00	58,807.21	0.00	-58,807.21
Investment Gain/Loss	3,353.77	0.00	1,361.01	1,992.76	-1,361.01
Net Fixed As Fund Balance	2,576,529.65	26,297.72	0.00	2,602,827.37	26,297.72
GSEC Total	\$2,754,262.39	\$1,118,306.90	\$936,660.71	\$2,935,908.58	\$181,646.19
Good Samaritan School Operating	52,214.74	530,098.38	533,491.52	48,821.60	-3,393.14
Prepaid Tuition Fund	5,492.00	50,703.00	9,372.00	46,823.00	41,331.00
Grant Fund	0.00	61,527.00	23,695.00	37,832.00	37,832.00
Quality Improvement Grant Fund	485.61	431.25	0.00	916.86	431.25
Investment Gain/Loss	8,681.15	0.00	2,660.79	6,020.36	-2,660.79
GSS Total	\$66,873.50	\$642,759.63	\$569,219.31	\$140,413.82	\$73,540.32
Consolidated GSEC and GSS Total	\$2,821,135.89	\$1,761,066.53	\$1,505,880.02	\$3,076,322.40	\$255,186.51

APPENDIX B: RECTOR COMPENSATION & BENEFITS

Salary

The rector's salary is based on 2023 Diocese of Olympia guidelines (link below). For salary purposes, Good Samaritan is a Grade D congregation. See the [salary scale](#) and information about [congregation grades](#) online.

Parochial Clergy Salary Scale

GRADE	MINIMUM	MID-POINT	MAXIMUM
D	\$ 81,570	\$ 101,962	\$ 122,354

Medical and Dental Insurance

The church pays 100% of the base health and dental insurance and 75% of base plan for dependents of the employee. [See more about health insurance online.](#)

Vacation

The rector receives four weeks of vacation per year and can carry a maximum of two years of vacation time. Any unused vacation time at termination is paid to the rector.

Paid Time Off (PTO)/Sick Leave

The church provides 120 hours of paid time off per year and the rector can carry a maximum of two years of sick time. Any unused at time of termination is forfeited.

Pension Plan

The church contributes 18% of the rector's salary to the church pension fund of the Episcopal church. The rector has the option of contributing more to a 403b plan (incremental contribution is not matched by church).

Continuing Education

The church provides \$1,500 per year towards continuing education. Additionally, each clergy receives 80 hours of professional development paid time off. All hours are vested on January 1 and expire December 31. No rollover hours are allowed.

Good Samaritan Preschool

A 50% discount is available and the rector's children are prioritized for admittance.

Travel/Auto Account

The church reimburses monthly for qualified mileage and meals.

Discretionary Account

The church provides a discretionary spending account for the rector's use which will have \$3,000 when the new rector starts.

For more information on compensation and benefits, please see the [Diocese of Olympia clergy manual online](#).